

OSHNC UPDATE

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Ask the Director

Question: Last month the Commissioner announced that he had appointed Jennifer Haigwood to be the next Deputy Commissioner/OSH Division Director and he also appointed Paul Sullivan to be the next Assistant Deputy Commissioner/OSH Division Assistant Director. What can you tell us about them and how will these changes in OSH leadership effect OSH Division operations?

Answer: I have worked with both Jennifer and Paul, in a professional capacity, on many projects over the years and also consider them both friends. I know their work practices well and can tell you from my personal experiences that they both possess the necessary traits to be effective leaders. To list a few of my observations over the years, I have found that they are accountable, adaptable, knowledgeable, confident, creative, empathetic, focused, team oriented, and multi-taskers. Probably even more importantly than all those other listed characteristics, they both value input from others and make informed decisions using common-sense approaches.



Years ago, I was reading an article about good management practices, and it included the following quote about leadership: "A leader is an individual that has demonstrated the ability to have an instinct that works". I have participated in numerous management training sessions, leadership workshops, seminars, conferences, etc., but to me nothing I have heard before or since has summed it up better. I will be working with both Jennifer and Paul over the next few months to pass on a few of my experiences. Hopefully, some of that will be helpful to them as they begin the next phase in their careers with NCDOL. The bottom line is that no matter what I pass on to them over the next few months, they both have demonstrated on numerous occasions during their duration with NCDOL that they "have an instinct that works". Therefore, I am confident that the OSH Division will be under great leadership, going forward.

The NC State Plan OSH program is one of the best in the nation. Jennifer and Paul have an excellent management team and Division staff in place. Everyone throughout the organization knows what they need to do. I will do whatever I can do, prior to my retirement, to make this a seamless transition in leadership. I don't expect there will be vast organizational changes within the OSH Division, over the upcoming year. However, I have found that occasional changes within the Division are usually good for the program. Changes can help to ensure the Division keeps up with advancements in occupational safety and health and they can prevent complacency. I am confident that any changes that Jennifer and Paul may implement in the future will be

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beneficial for the Division. For those that may not be too familiar with Jennifer and Paul, I have included some biographical information below.

Jennifer Haigwood

Jennifer currently serves as the Director of Communications and policy development for the N.C. Department of Labor (NCDOL). On September 1st, she will assume the role of Deputy Commissioner and OSH Director so that we will have at least a month of overlap and we can officially begin sharing duties. As Director of Communications, she oversees the department's social media platforms, media inquiries, website content and the production of the department's free statewide news publication, the Labor Ledger. She also currently serves as the primary spokesperson for Labor Commissioner Josh Dobson on matters concerning the department.

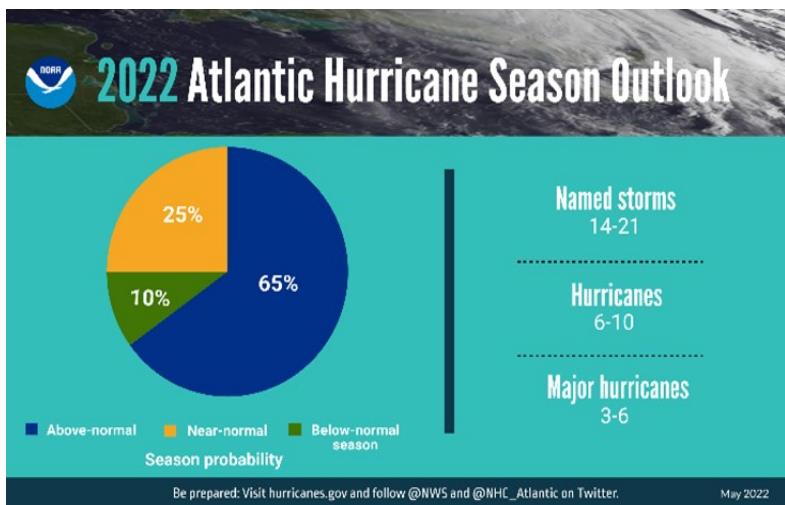
Jennifer joined NCDOL in January 2006 as Special Assistant for Governmental and Constituent Affairs and was promoted to Director of Administration and Governmental Affairs in February 2013. Commissioner Dobson appointed Haigwood to her current role as Director of Communications in January 2021. She has experience serving on various statewide boards and commissions including the N.C. Human Trafficking Commission, the Financial Literacy Council, the N.C. Commission of Indian Affairs and the Governor's Performance Management Advisory Committee. In December 2019, she was appointed Chair of the Human Trafficking Commission and remains in that role.

Jennifer is a North Carolina native and has spent most of her life in the Raleigh area. She is a graduate of N.C. State University and enjoys serving her community through volunteer work with various organizations. In her spare time, Haigwood likes to spend time with her family and friends, read, exercise, and enjoy the outdoors.

Paul M. Sullivan, CIH, CSP

Prior to his most recent promotion, Paul was the OSH Division's West Compliance Bureau Chief. His responsibilities included overseeing all OSH Compliance activities in the western half of the state. He grew up in Minneapolis, Minnesota before finally moving south to thaw-out in 1993. He has a bachelor's degree in biochemistry from the University of Minnesota and a master's degree in industrial hygiene from the University of Illinois at Chicago. He has been with North Carolina OSHA since 1993, starting as an industrial hygiene inspector before moving into supervision in 1996. He worked as a Compliance District Supervisor for over 20 years and became the West Compliance Bureau Chief in June of 2017. When not at work, he enjoys watching Minnesota Twins baseball, umpiring softball, cruising the Caribbean, and just spending time with his wife, two daughters, and two spoiled dogs. He will start his new duties as Assistant Deputy Commissioner/Assistant OSH Director on August 1, 2022 and will remain based out of Charlotte.

Hurricane Season



For the 2022 hurricane season, NOAA is forecasting a likely range of 14 to 21 named storms (winds of 39 mph or higher), of which 6 to 10 could become hurricanes (winds of 74 mph or higher), including 3 to 6 major hurricanes (category 3, 4 or 5; with winds of 111 mph or higher). NOAA provides these ranges with a 70% confidence.

Hurricane season technically begins June 1 and runs through Nov. 30. Peak hurricane season is **mid-August to late October**. But hurricanes can, and do, occur outside of that window. Since 2010, at least five tropical cyclones outside of hurricane season have impacted North Carolina to some extent.

You Look Familiar. Have you worked here long?



Meet Chris Jasion.

I was born in Princeton New Jersey (NJ) but grew up in Cary, North Carolina (NC). Growing up I had a keen interest in building and at the age of 10 I would go to construction sites to watch houses, roads and utilities being built.

After high school I found the need to return to NJ and enrolled in New Jersey Institute of Technology where I received my bachelor's in civil engineering. During college I worked for a waterproofing contractor as a laborer doing all the hard dirty work and then for a civil engineering firm where I inspected roads, sewers, water and storm pipe construction and installation. After college I worked for a sitework contractor, in NJ, for 3 1/2 years. I began as an estimator and later was promoted to a project manager. After a time, I started experiencing sticker shock from the cost of living in NJ and headed back to NC in 2005.

My first job in NC was with Clancy and Theys Construction Co, Inc as an onsite project manager for "The Pavilion at Lakewood" in Durham, a \$20 million dollar project and later the headquarters of "Quintile" a \$65 million dollar project. It was here that I became very active in safety. I conducted daily safety inspections and filled out the respective reports and submitted them. Apparently, I was one of the few to do so. Unfortunately, during the downturn in the economy I was laid off but managed to rebound to another job at Carolina Restoration & Waterproofing, Inc. My interest in safety there caused management to discuss making me the Southern Regional Safety Manager, but the economy took a hit on them also. I worked for another couple of companies after that as a project manager and maintaining the company safety and health programs. Through those projects I learned a lot about mechanical systems but also that some owners of companies liked to deal with safety on a paper only. I didn't feel like these jobs were a good fit for me and started working for A. B. Goodrich Contracting LLC. Things went well there for several large projects until they bid on and won a contract that they were not qualified to manage. Adding to this, a total lack of teamwork caused chaos and the job got months behind. I was miserable and decided to leave. I applied for a position with NCDOL in 2016 and was interviewed and hired for the Raleigh office.

My wife Theresa and I met in 2008 and began dating. We later discovered that she had been a lifeguard at a waterpark that my family and I frequented when I was younger, so our paths had probably crossed during those times. Fate? We were married in 2010 and have one biological daughter Alexandra who is in 6th grade. We wanted to grow our family and are currently in the final process of adopting a nine-year-old girl named Jenna from NH. Both my wife and I had siblings and we wanted a sister for Alexandra. Alex plays basketball and was on the middle school soccer team this year. We enjoy reading, gardening (not all of us), riding bikes, walking, hiking, and travel. We try to take trips 2-3 times per year.

Preventing Heat Stress

Prevention of heat stress in employees is important. Employers should provide training so employees understand what heat stress is, how it affects their health and safety, and how it can be prevented. Employees should receive training about personal factors that can make them more susceptible to heat-related illness. Employees at greater risk of heat stress include those who are 65 years of age or older, are overweight, have heart disease, high blood pressure, take medications that may be affected by extreme heat (**antidepressants, antihistamines, antipsychotics, antibiotics, diuretics etc.**), alcohol use and use of illicit drugs. When in doubt employees should talk to their healthcare provider about whether they can work safely in the heat. Heat cramps are the first stage of a heat emergency. This can present as muscle pain and tightness. Have an emergency plan ready to implement when a worker shows signs of heat-related illness.

The Importance of Hydration for Those That Work in Hot Environments

Hydrating Before Work

Being hydrated before the beginning of each workday, for those working in a hot environment, makes it easier to stay hydrated throughout the day.

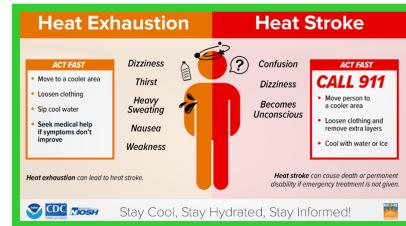
- All employees should begin the workday fully hydrated, as they may not be able to drink enough later to catch up with their body's need for water.

Hydrate During Work

- Employees should drink water at regular intervals because by the time they feel thirsty, they are already behind in fluid replacement. Dehydration is a primary contributor to heat exhaustion.

Hydrate After Work

- On average it takes several hours to replace fluids lost through sweat during the day. The sooner employees start drinking fluids the less strain they will place on their body from dehydration. Hydrating after work is even more important if an employee works in a hot environment on a regular basis. Water alone will almost always maintain hydration during working in the heat, if eating regular meals replaces the salt lost in sweat.



ASH Farmworker Training

On June 30, 2022, ASH staff participated in the 2022 Farm Safety & Compliance event hosted by GAP Connections. ASH staff trained 124 farmworkers and 19 farmers/farm managers about the signs and symptoms of heat-related illness, prevention methods, and first aid procedures. Farmers and farm managers were provided with an example Heat Stress Prevention Program and CSHOs discussed strategies for designing and implementing their own customized program. Attendees were also given a variety of NCDOL publications in English and Spanish to include Green Tobacco Sickness, Injury/Illness reporting, and ticks, spiders, and venomous snakes in NC.

NCDOL ASH Francisco Rodriguez and Gerald Miller teaching at the GAP Connections Training session



Inside NC Labor podcast

Episode 53 of the Inside NC Labor podcast is now available to listen to on YouTube:

https://youtu.be/GFn0vtMR_jI

Beth Rodman, Bureau Chief, Agricultural Safety and Health Bureau; Grant Quiller, Occupational Safety and Health Division; and Roberto Rosales, NCSU Cooperative Extension, discuss heat stress hazards and solutions in agriculture (the tools can be used for any outside work activity that is conducted in the heat).

Massachusetts moving forward to becoming a State Plan

On June 30, 2022, the Occupational Safety and Health Administration (OSHA) proposed granting initial approval for a Massachusetts state safety and health plan covering state and local government workers.

The Massachusetts Department of Labor Standards (DLS) submitted a developmental state safety and health plan for initial OSHA approval. OSHA proposed granting that initial approval based on an assessment that the Massachusetts plan meets federal criteria for state plans or will meet the criteria within 3 years. Massachusetts has provided assurances that the state plan will be at least as effective as federal OSHA in protecting the safety and health of state and local government workers. Massachusetts will be the 29th State Plan OSHA program and the 7th public sector only State Plan program.

Status of Fiscal Year Compliance Inspection Goals

Type of Inspection	Ninth Month Goal	Ninth Month Actual	FY Goal	% of FY Goal
East Safety Inspections	377	278	502	74%
West Safety Inspections	520	556	693	107%
East Health Inspections	238	87	317	37%
West Health Inspections	329	503	438	153%
Compliance Inspections Total	1463	1424	1950	97%
East Construction Inspections	315	183	420	58%
West Construction Inspections	473	537	630	114%
Construction Inspections Total	788	720	1050	91%
East Logging/Arborist Inspections	9	4	12.5	43%
West Logging/Arborist Inspections	9	14	12.5	149%
Logging/Arborist Inspections Total	19	18	25	96%
East Health Hazards Inspections	23	16	30	71%
West Health Hazards Inspections	23	42	30	187%
Health Hazards Inspections Total	45	58	60	129%
East LTC Inspections	9	3	12	33%
West LTC Inspections	9	24	12	267%
LTC Inspections Total	18	27	24	150%
Public Sector Inspections Targeted Total	75	78	100	104%
East Grocery & Related Product Wholesalers	8	3	10	40%
West Grocery & Related Product Wholesalers	8	14	10	187%
Grocery & Related Product Wholesalers Total	15	17	20	113%
Food Manufacturing Compliance Inspections	19	16	25	85%

Status of Fiscal Year Compliance Strategic Goals

Strategic Goal	Ninth Month Goal	Ninth Month Actual	FY Goal	% of FY Goal
Program Improvements	788	371	1050	47%
Serious Hazards Eliminated	3075	2106	4100	68%
Total Health Lapse Days	33	52.37	33	63%
Total Safety Lapse Days	30	53.84	30	56%
On-Site Hours/Week HEALTH	4927	2366	6569	48%
On-Site Hours/Week SAFETY	5719	2413.1	7625	42%
Logging Fatality Rate Baseline .02644	Goal Rate: .02623 (7 fatalities average during baseline years)	Fatality Rate: .0000 Logging Fatalities: 1	Reduce Rate by .4%	On pace for 2 fatalities
Construction Fatality Rate Baseline .00089	Goal Rate: .00088 (32 Fatalities average during baseline years)	Fatality Rate: .00015 Construction Fatalities: 15 In Emphasis Counties: 7	Reduce Rate by .4%	On pace for 20 fatalities

Key: Green = meeting or exceeding goal Blue= within 10% of goal Orange= less than 90% of goal met

*Total lapse days is determined by the total number of working days from the opening conference to citation issuance.

Status of Fiscal Year ASH Compliance Strategic Goals

Strategic Goal	Ninth Month Goal	Ninth Month Actual	FY Goal	% of FY Goal
Pre-Occupancy Camps Inspected	1350	1965	1800	146%
Certificates Issued	1200	1863	1600	155%
Education Material Distributed	1800	6529	2400	363%
Outreach to Hispanic farm workers	150	142	200	95%

Status of Fiscal Year Consultation Strategic Goals

Strategic Goal	Ninth Month Goal	Ninth Month Actual	FY Goal	% of FY Goal
PRIVATE Consultative Visits	836	910	1115	109%
Hazards Eliminated	3600	4004	4800	111%
Construction Visits	188	308	250	164%
LTC Visits	26	30	35	114%
Documentation of Health Hazards Inspections	94	128	125	137%
Program Improvements	563	1019	750	181%
Logging Visits	11	14	15	124%
Food Inspections	9	18	12	200%

Status of Fiscal Year ETTA Strategic Goals

Strategic Goal	Ninth Month Goal	Ninth Month Actual	FY Goal	% of FY Goal
Total Persons Trained by ETTA	4013	5381	5350	134%
Total Persons Trained in identified areas	1125	1958	1500	174%
Publications Distributed	26250	31777	35000	121%
Program Improvements	45	73	60	162%
Construction SEP 30 Hour Course	1	2	1	267%
Construction SEP 10 Hour Course	4	5	5	133%
Logging/ Arborist Events	2	9	3	400%
LTC Events	2	1	2	67%
Health Hazards Events	15	14	20	93%
Public Sector Training Events	4	16	5	427%
Total Star Program Interventions	75	122	100	163%
Total Star Sites (new/recertifications)	15	20	20	133%

Key: Green = meeting or exceeding goal Blue= within 10% of goal Orange= less than 90% of goal met

